



GOVERNMENT OF GUAM
 DEPARTMENT OF PUBLIC HEALTH AND SOCIAL SERVICES
 DIPATTAMENTON SALUT PUPBLEKO YAN SETBISION SUSIAT



EDDIE BAZA CALVO
 GOVERNOR

RAY TENORIO
 LIEUTENANT GOVERNOR

JAMES W. GILLAN
 DIRECTOR

LEO G. CASIL
 DEPUTY DIRECTOR
 DEPARTMENT OF ADMINISTRATION

MAR 23 2017

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 MAR 24 2017

MEMORANDUM

To: Director, Department of Administration

From: Director, Department of Public Health and Social Services

Subject: Request to Update Job Specification of the Physician Specialist (Board Eligible) and the Physician Specialist (Board Certified)

DIRECTOR'S OFFICE

The Health Resources and Services Administration (HRSA) has deemed Guam as a Health Professional Shortage Area (HPSA) with a primary health care score of 18. Given this score and with HRSA approving the Northern and Southern Region Community Health Centers (Federally Qualified Health Centers) as National Health Service Corp sites, the CHCs are eligible to hire physicians and mid-level providers from the U.S. who are National Health Service Corp Scholars or Loan Recipients. The Northern and Southern Region Community Health Centers are the only NHSC sites on Guam and the CHCs announce vacancies of physicians and mid-level providers (i.e., certified nurse midwife and nurse practitioner) positions via the NHSC website. The CHCs recently recruited two full-time physicians (Dr. Randall Lankford and Dr. Timothy Li) who both have a degree in Osteopathic Medicine. One of these physicians-Dr. Lankford is a NHSC Loan Recipient who has made the decision to complete his financial obligation by working at the Guam CHCs. These two physicians are board eligible in lieu of board certified and currently have a Guam license to practice as a family practitioner.

Over the past few months, the CHCs have been experiencing delays in the recruitment of providers due to the shortage of health professionals, the difficulty in recruiting providers given Guam's remote island setting, small scale, and territorial status (i.e., not linked to any larger state entity), the physician salary not comparable to U.S. rate, and the high cost of malpractice insurance on Guam. Additionally, the CHCs have been aggressively recruiting physicians and mid-level providers, but delays in the Department of Administration's processing of contracts after it has been signed by the Governor has hampered the CHCs' operation in that these providers cannot promptly begin employment at the CHCs.

In view of the above, I am requesting for Department of Administration to update the job specification of the Physician Specialist (Board Eligible) and the Physician Specialist (Board Certified) to include other specialty boards (e.g., Osteopathic Medicine) in the requirement, or defaulting to the Guam Health Professional Licensing Office (HPLO) when they license doctors to practice on Guam. In doing so, the Northern and Southern Region Community Health Centers can expeditiously recruit providers who are crucial to the health and welfare of this island.

Your favorable and prompt response to this request is greatly appreciated

JAMES W. GILLAN

Department of Administration
 Human Resources Division
 MAR 27 2017
 Administrative Office



GOVERNMENT OF GUAM

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DIPATTAMENTON SALUT PUPBLEKO YAN SETBISION SUSIAT



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JAMES W. GILLAN



Eddie Baza Calvo
Governor
Ray Tenorio
Lieutenant Governor

GOVERNMENT OF GUÁHAN
(GUBETNAMENTON GUÁHAN)

DEPARTMENT OF ADMINISTRATION
(DIPATTAMENTON ATMENESTRASION)

HUMAN RESOURCES DIVISION
(Dibision Inadilanto Yan Guinaha Para Taotao)
Post Office Box 884 * Hagåtña, Guam 96932
TEL: (671) 475-1123/1201/1265 * FAX: (671) 477-7100



Christine W. Baleto
Director
Vincent P. Arriola
Deputy Director

M 4-19-17

MEMORANDUM

To: Personnel Services Administrator, Human Resources Division
From: Personnel Specialist III, Classification Branch
Subject: Amendment of Job Specifications
RE: Physician Specialist (Board Certified) and Physician Specialist (Board Eligible)

Buenas yan Háfa Adai! This is written with regard to the March 23, 2017, request from the Department of Public Health and Social Services (DPH&SS) to amend the classification specifications for the Physician Specialist (Board Certified) and the Physician Specialist (Board Eligible).

The request was to amend the required "certifications" for the positions to address the PH&SS' concern to expeditiously recruit qualified physicians crucial to the health and welfare of our island.

Accordingly, the existing classification specifications have been amended to revise the Minimum Experience and Training as well as the Necessary Special Qualifications, as follows:

"MINIMUM EXPERIENCE AND TRAINING:

Degree of Doctor of Medicine (M.D.) or Doctor of Osteopathy (D.O.) from an accredited college or university recognized by the Council for Higher Education Accreditation (CHEA) or its successor or the foreign equivalent in the case of a foreign educational institution.

NECESSARY SPECIAL QUALIFICATIONS:

Must possess a valid certification by the respective examination board or authority recognized by the American Board of Medical Specialties (ABMS) in one or more of the medical specialties, but not limited to, the following: ..."

The Pay Evaluations were not impacted and remain status quo.

The proposed amendments will be posted on the Department of Administration's website for a period of ten (10) working days.

Should you have any questions or require additional information, please do not hesitate to contact the Classification and Pay Branch at 475-1131/1201/1265. *Dangkolo na Agradesimientol!*

CATHERINE L.P. BORJA

Attachments



PROPOSED

8.420

PHYSICIAN SPECIALIST (BOARD ELIGIBLE)

NATURE OF WORK IN THIS CLASS

This is complex highly specialized professional medical services work performed at the Department of Public Health and Social Services or the Guam Behavioral Health and Wellness Center. Employees in this class provide, coordinate, and/or supervise professional services to patients in a specialized medical area and are responsible for rendering quality patient services with a high degree of skill and work ethic as required by the appropriate licensing board and/or examining authority.

ILLUSTRATIVE EXAMPLES OF WORK: (These examples do not list all the duties which may be assigned; any one position may not include all the duties listed.)

Examines patients and provides appropriate medical diagnosis and treatment; reviews patient history; determines nature and extent of illness; orders appropriate laboratory and/or radiological tests; evaluates data and formulates treatment plans; treats or directs treatment of patients utilizing a variety of medical procedures, methods, techniques and/or medication.

Directs and supervises subordinate professional and support staff.

Provides professional services in conjunction with other specialties as needed or requested.

Instructs on medical and/or surgical procedures, methods, and/or techniques as necessary.

Conducts lectures and demonstrations as requested.

Collaborates with program officials and/or other medical professionals in order to improve or maintain the quality of patient services.

Performs other related professional medical services work as required.

MINIMUM KNOWLEDGE, ABILITIES AND SKILLS

Knowledge of the medical and/or surgical principles, practices, and techniques in the area of specialty.



PROPOSED

8.420

PHYSICIAN SPECIALIST (BOARD ELIGIBLE)

Knowledge of the equipment, supplies, and medication needed to treat patients in the area of specialty.

Knowledge of the latest medical research and developments in the area of specialty.

Knowledge of medical services protocols, rules and regulations, policies and procedures.

Ability to act quickly and calmly during emergencies.

Ability to communicate effectively.

Ability to supervise subordinate employees.

Ability to evaluate services and to recommend or implement changes to improve effectiveness.

Ability to work effectively with co-workers and to obtain the confidence and trust of patients.

Ability to maintain records and prepare reports.

Skill in the examination, diagnosis and treatment of patients.

MINIMUM EXPERIENCE AND TRAINING

Degree of Doctor of Medicine (M.D.) or Doctor of Osteopathy (D.O.) from an accredited college or university recognized by the Council for Higher Education Accreditation (CHEA) or its successor or the foreign equivalent in the case of a foreign medical institution.

LICENSURE REQUIREMENTS

Must be currently licensed to practice by the Guam Board of Medical Examiners pursuant to Public Law 24-208.

NECESSARY SPECIAL QUALIFICATIONS

Must be eligible for certification by the respective examination board or authority recognized by the American Board of Medical Specialties (ABMS) in one or more of the medical specialties, but not limited to, the following:

- Internist by the American Board of Internal Medicine;
- Obstetrician-Gynecologist by the American Board of Obstetrics and Gynecology;



PROPOSED

8.420

PHYSICIAN SPECIALIST (BOARD ELIGIBLE)

- Orthopedist by the American Board of Orthopedic Surgery;
- Public Health Physician by the American Board of Preventive Medicine;
- Thoracic Surgeon by the American Board of Thoracic Surgery;
- Pathologist or Ophthalmologist by the American Board of Pathology or Ophthalmology;
- Pediatrician by the American Board of Pediatrics;
- Urologist by the American Board of Urology;
- Radiologist by the American Board of Radiology;
- Psychiatrist by the American Board of Psychiatry and Neurology;
- Anesthesiologist by the American Board of Anesthesiology.

AMENDED: APRIL 2017

**STATUTE: PUBLIC LAW 20-207
10 GCA, Chapter 12
25 GAR, Chapter 11**

HAY EVALUATION:	KNOW-HOW:	GI3	400
	PROBLEM SOLVING:	F4(50%)	200
	ACCOUNTABILITY:	FP1	<u>264</u>
	TOTAL POINTS		<u>864</u>

This standard revises and supersedes the standard established JANUARY 2005.

CHRISTINE W. BALETO, Director
Department of Administration



PROPOSED

8.421

PHYSICIAN SPECIALIST (BOARD CERTIFIED)

NATURE OF WORK IN THIS CLASS

This is complex highly specialized professional medical services work performed at the Department of Public Health and Social Services or the Guam Behavioral Health and Wellness Center. Employees in this class provide, coordinate, and/or supervise professional services to patients in a specialized board certified medical area and are responsible for rendering quality patient services with a high degree of skill and work ethic as required by the appropriate licensing board and/or examining authority.

ILLUSTRATIVE EXAMPLES OF WORK: (These examples do not list all the duties which may be assigned; any one position may not include all the duties listed.)

Examines patients and provides appropriate medical diagnosis and treatment; reviews patient history; determines nature and extent of illness; orders appropriate laboratory and/or radiological tests; evaluates data and formulates treatment plans; treats or directs treatment of patients utilizing a variety of medical procedures, methods, techniques and/or medication.

Directs and supervises subordinate professional and support staff.

Provides professional services in conjunction with other specialties as needed or requested.

Instructs on medical and/or surgical procedures, methods, and/or techniques as necessary.

Conducts lectures and demonstrations as requested.

Collaborates with program officials and/or other medical professionals in order to improve or maintain the quality of patient services.

Performs other related professional medical services work as required.

MINIMUM KNOWLEDGE, ABILITIES AND SKILLS

Knowledge of the medical and/or surgical principles, practices, and techniques in the area of specialty.



PROPOSED

8.421

PHYSICIAN SPECIALIST (BOARD CERTIFIED)

Knowledge of the equipment, supplies, and medication needed to treat patients in the area of specialty.

Knowledge of the latest medical research and developments in the area of specialty.

Knowledge of medical services protocols, rules and regulations, policies and procedures.

Ability to act quickly and calmly during emergencies.

Ability to communicate effectively.

Ability to supervise subordinate employees.

Ability to evaluate services and to recommend or implement changes to improve effectiveness.

Ability to work effectively with co-workers and to obtain the confidence and trust of patients.

Ability to maintain records and prepare reports.

Skill in the examination, diagnosis and treatment of patients.

MINIMUM EXPERIENCE AND TRAINING

Degree of Doctor of Medicine (M.D.) or Doctor of Osteopathy (D.O.) from an accredited college or university recognized by the Council for Higher Education Accreditation (CHEA) or its successor or the foreign equivalent in the case of a foreign educational institution.

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PROPOSED

8.421

PHYSICIAN SPECIALIST (BOARD CERTIFIED)

- Orthopedist by the American Board of Orthopedic Surgery;
- Public Health Physician by the American Board of Preventive Medicine;
- Thoracic Surgeon by the American Board of Thoracic Surgery;
- Pathologist or Ophthalmologist by the American Board of Pathology or Ophthalmology;
- Pediatrician by the American Board of Pediatrics;
- Urologist by the American Board of Urology;
- Radiologist by the American Board of Radiology;
- Psychiatrist by the American Board of Psychiatry and Neurology;
- Anesthesiologist by the American Board of Anesthesiology.

AMENDED: APRIL 2017

**STATUTE: PUBLIC LAW 20-207
10 GCA, Chapter 12
25 GAR, Chapter 11**

HAY EVALUATION:	KNOW-HOW:	G13	400
	PROBLEM SOLVING:	F4(50%)	200
	ACCOUNTABILITY:	FP2	<u>304</u>
	TOTAL POINTS		904

This standard revises and supersedes the standard established JANUARY 2005.

CHRISTINE W. BALETO, Director
Department of Administration